REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director Division of Wage Determinations

Wage Determination No.: 1994-2441 Revision No.: 19 Date of Last Revision: 07/30/2002

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	,
01011	Accounting Clerk I	9.02
01012	Accounting Clerk II	11.04
01013	Accounting Clerk III	13.12
01014	Accounting Clerk IV	15.79
01030	Court Reporter	14.84
01050	Dispatcher, Motor Vehicle	14.84
01060	Document Preparation Clerk	11.76
01070	Messenger (Courier)	8.95
01090	Duplicating Machine Operator	11.40
01110	Film/Tape Librarian	11.96
01115	General Clerk I	7.48
01116	General Clerk II	8.81
01117	General Clerk III	11.30
01118	General Clerk IV	13.26
01120	Housing Referral Assistant	15.65
01131	Key Entry Operator I	10.33
01132	Key Entry Operator II	12.73
01191	Order Clerk I	10.97
01192	Order Clerk II	13.66
01261	Personnel Assistant (Employment) I	10.74
01262	Personnel Assistant (Employment) II	12.35
01263	Personnel Assistant (Employment) III	14.81
01264	Personnel Assistant (Employment) IV	16.34
01270	Production Control Clerk	17.13
01290	Rental Clerk	12.05
01300	Scheduler, Maintenance	13.00
01311	Secretary I	12.22
01312	Secretary II	14.64
01313	Secretary III	15.36
01314	Secretary IV	18.25
01315	Secretary V	20.00

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01320	Service Order Dispatcher		13.00
01341	Stenographer I		11.40
01342	Stenographer II		13.00
01400	Supply Technician		18.60
01420	Survey Worker (Interviewer)		13.06
01460	Switchboard Operator-Recepti	onist	11.40
01510	Test Examiner		14.64
01520	Test Proctor		14.64
01531	Travel Clerk I		10.20
01532	Travel Clerk II		11.11
01533	Travel Clerk III		11.96
01611	Word Processor I		11.40
01612	Word Processor II		13.00
01613	Word Processor III		14.84
03000	Automatic Data Processing Oc	cupations	
03010	Computer Data Librarian		11.31
03041	Computer Operator I		11.74
03042	Computer Operator II		13.57
03043	Computer Operator III	•	15.70
03044	Computer Operator IV		17.42
03045	Computer Operator V		19.30
03071	Computer Programmer I (1)		14.90
03072	Computer Programmer II (1)		17.88
03073	Computer Programmer III (1)		22.12
03074	Computer Programmer IV (1)		27.23
03101	Computer Systems Analyst I (1)	20.79
03102	Computer Systems Analyst II ((1)	25.26
03103	Computer Systems Analyst III	(1)	27.62
03160	Peripheral Equipment Operato	or .	12.00
05000	Automotive Service Occupatio	ns	
05005	Automotive Body Repairer, Fit	perglass	17.42
05010	Automotive Glass Installer		15.85
05040	Automotive Worker		15.85
05070	Electrician, Automotive		16.58
05100	Mobile Equipment Servicer		14.24
05130	Motor Equipment Metal Mecha		17.42
05160	Motor Equipment Metal Worke	er F	15.85
05190	Motor Vehicle Mechanic		17.16
05220	Motor Vehicle Mechanic Helpe		13.40
05250	Motor Vehicle Upholstery Wor	ker	15.07
05280	Motor Vehicle Wrecker		15.85
05310	Painter, Automotive		16.58
05340	Radiator Repair Specialist		15.85
05370	Tire Repairer		13.76
05400	Transmission Repair Specialis		17.42
07000	Food Preparation and Service	Occupations	

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	Food Service Worker		8.47
07010	Baker		12.43
07041	Cook I		10.31
07042	Cook II		11.47
07070	Dishwasher		7.91
07130	Meat Cutter		14.51
07250	Waiter/Waitress		8.52
09000	Furniture Maintenance and Repa	ir Occupations	
09010	Electrostatic Spray Painter		16.58
09040	Furniture Handler		11.77
09070	Furniture Refinisher		16.58
09100	Furniture Refinisher Helper		13.40
09110	Furniture Repairer, Minor		15.07
09130	Upholsterer		16.58
11030	General Services and Support Oc	ccupations	
11030	Cleaner, Vehicles		9.18
11060	Elevator Operator		9.07
11090	Gardener		11.37
11121	House Keeping Aid I		8.43
11122	House Keeping Aid II		9.10
11150	Janitor		9.10
11210	Laborer, Grounds Maintenance		9.46
11240	Maid or Houseman		8.72
11270	Pest Controller		12.00
11300	Refuse Collector		9.10
11330	Tractor Operator		10.78
11360	Window Cleaner		9.80
12000	Health Occupations		
12020	Dental Assistant		14.14
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Dr	iver	13.68
12071	Licensed Practical Nurse I		13.73
12072	Licensed Practical Nurse II		15.40
12073	Licensed Practical Nurse III		17.23
12100	Medical Assistant		12.29
12130	Medical Laboratory Technician		12.63
12160	Medical Record Clerk		11.74
12190	Medical Record Technician		14.14
12221	Nursing Assistant I		7.98
12222	Nursing Assistant II		8.97
12223	Nursing Assistant III		9.78
12224	Nursing Assistant IV	•	10.67
12250	Pharmacy Technician		12.45
12280	Phlebotomist		12.10
12311	Registered Nurse I		15.21
12312	Registered Nurse II		23.18

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12313	Registered Nurse II, Speciali	st	23.18
12314	Registered Nurse III		27.72
12315	Registered Nurse III, Anesth	etist	27.72
12316	Registered Nurse IV		28.18
13000	Information and Arts Occupa	tions	
13002	Audiovisual Librarian		16.91
13011	Exhibits Specialist I		14.29
13012	Exhibits Specialist II		17.69
13013	Exhibits Specialist III		20.06
13041	Illustrator I		15.26
13042	Illustrator II		18.89
13043	Illustrator III		21.42
13047	Librarian		21.65
13050	Library Technician		12.65
13071	Photographer I		12.94
13072	Photographer II		13.87
13073	Photographer III		17.17
13074	Photographer IV		20.92
13075	Photographer V		25.30
15000	Laundry, Dry Cleaning, Press	sing and Related Occupations	
15010	Assembler		8.18
15030	Counter Attendant		8.18
15040	Dry Cleaner		9.79
15070	Finisher, Flatwork, Machine		8.18
15090	Presser, Hand		8.18
15100	Presser, Machine, Drycleani	ng	8.18
15130	Presser, Machine, Shirts		8.18
15160	Presser, Machine, Wearing	Apparel, Laundry	8.18
15190	Sewing Machine Operator		10.46
15220	Tailor		11.23 8.88
15250	Washer, Machine		0.00
19000	Machine Tool Operation and		40.50
19010	Machine-Tool Operator (Too	lroom)	16.58
19040	Tool and Die Maker		22.00
21000	Material Handling and Packin	ng Occupations	
21010	Fuel Distribution System Op	erator	15.66
21020	Material Coordinator		16.58
21030	Material Expediter		16.58
21040	Material Handling Laborer		12.22
21050	Order Filler		11.94
21071	Forklift Operator		14.15
21080	Production Line Worker (For	od Processing)	14.51
21100	Shipping/Receiving Clerk		13.40
21130	Shipping Packer		13.43
21140	Store Worker I		10.30

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21150	Stock Clerk (Shelf Stocker; S	tore Worker II)	13.17
21210	Tools and Parts Attendant	,	14.51
21400	Warehouse Specialist		14.51
23000	Mechanics and Maintenance	and Repair Occupations	
23010	Aircraft Mechanic		18.27
23040	Aircraft Mechanic Helper		14.51
23050	Aircraft Quality Control Inspe-	ctor	20.09
23060	Aircraft Servicer		16.58
23070	Aircraft Worker		17.44
23100	Appliance Mechanic		17.42
23120	Bicycle Repairer		13.76
23125	Cable Splicer		22.03
23130	Carpenter, Maintenance		18.60
23140	Carpet Layer		17.44
23160	Electrician, Maintenance		23.60
23181	Electronics Technician, Main	tenance I	13.33
23182	Electronics Technician, Main	tenance II	19.94
23183	Electronics Technician, Main	tenance III	22.98
23260	Fabric Worker		15.12
23290	Fire Alarm System Mechanic	·	19.16
23310	Fire Extinguisher Repairer		15.59
23340	Fuel Distribution System Med	chanic	19.16
23370	General Maintenance Worke	r	15.85
23400	Heating, Refrigeration and Ai	r Ćonditioning Mechanic	17.45
23430	Heavy Equipment Mechanic		18.86
23440	Heavy Equipment Operator		19.34
23460	Instrument Mechanic		19.34
23470	Laborer		10.12
23500	Locksmith		16.58
23530	Machinery Maintenance Med	hanic	18.23
23550	Machinist, Maintenance		20.34
23580	Maintenance Trades Helper		13,40
23640	Millwright		19.16
23700	Office Appliance Repairer		18.24
23740	Painter, Aircraft		17.39
23760	Painter, Maintenance		16.58
23790	Pipefitter, Maintenance		21.36
23800	Plumber, Maintenance		19.07
23820	Pneudraulic Systems Mecha	nic	19.16
23850	Rigger		19.16
23870	Scale Mechanic		17.44
23890	Sheet-Metal Worker, Mainter	nance	17.81
23910	Small Engine Mechanic		15.85
23930	Telecommunication Mechani		18.65
23931	Telecommunication Mechani	ic II	19.55
23950	Telephone Lineman		19.16
23960	Welder, Combination, Mainte	enance	17.42
23965	Well Driller		18.59

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23970	Woodcraft Worker		20.02
23980	Woodworker		14.24
24000	Personal Needs Occupation	s	
24570	Child Care Attendant		9.95
24580	Child Care Center Clerk		13.04
24600	Chore Aid		8.69
24630	Homemaker		14.74
25000	Plant and System Operation	Occupations	
25010	Boiler Tender		19.33
25040	Sewage Plant Operator		17.51
25070	Stationary Engineer		19.33
25190	Ventilation Equipment Tend		14.51
25210	Water Treatment Plant Ope	rator	18.33
27000	Protective Service Occupati	ons	
	Police Officer		21.06
27004	Alarm Monitor		14.91
27006	Corrections Officer		19.51
27010	Court Security Officer		19.84
27040	Detention Officer		19.84
27070	Firefighter		20.30
27101	Guard I		10.58
27102	Guard II		13.92
28000	Stevedoring/Longshoremen	Occupations	
28010	Blocker and Bracer		17.75
28020	Hatch Tender		17.75
28030	Line Handler		17.75
28040	Stevedore I		16.16
28050	Stevedore II		17.64
29000	Technical Occupations		
21150	Graphic Artist		18.88
29010	Air Traffic Control Specialis	t, Center (2)	29.00
29011	Air Traffic Control Specialis	t, Station (2)	19.99
29012	Air Traffic Control Specialis	t, Terminal (2)	22.02
29023	Archeological Technician I		12.80
29024	Archeological Technician II		14.30
29025	Archeological Technician III		17.69
29030	Cartographic Technician		18.61
29035	Computer Based Training (Instructor	CBT) Specialist/	20.79
29040	Civil Engineering Technicia	n	18.70
29061	Drafter I		11.59
29062	Drafter II		13.33
29063	Drafter III		14.29
29064	Drafter IV		17.69
29081	Engineering Technician I		12.53

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29082	Engineering Technician II		14.08
29083	Engineering Technician III		16.67
29084	Engineering Technician IV		20.03
29085	Engineering Technician V		25.70
29086	Engineering Technician VI		28.56
29090	Environmental Technician		16.80
29100	Flight Simulator/Instructor (P	ilot)	25.23
29160	Instructor		20.77
29210	Laboratory Technician		15.90
29240	Mathematical Technician		18.87
29361	Paralegal/Legal Assistant I		14.69
29362	Paralegal/Legal Assistant II		20.92
29363	Paralegal/Legal Assistant III		25.59
29364	Paralegal/Legal Assistant IV		30.97
29390	Photooptics Technician		18.87
29480	Technical Writer		23.25
29491	Unexploded Ordnance (UXC)) Technician I	18.43
29492	Unexploded Ordnance (UXC)) Technician II	22.30
29493	Unexploded Ordnance (UXC)) Technician III	26.72
29494	Unexploded (UXO) Safety E		18.43
29495	Unexploded (UXO) Sweep F		18.43
29620	Weather Observer, Senior (· ·	17.63
29621	Weather Observer, Combine Programs (3)	ed Upper Air and Surface	15.90
29622	Weather Observer, Upper A	ir	15.90
31000	Transportation/ Mobile Equip	oment Operation Occupations	
31030	Bus Driver		15.37
31260	Parking and Lot Attendant		8.65
31290	Shuttle Bus Driver		11.32
31300	Taxi Driver		9.68
31361	Truckdriver, Light Truck		11.32
31362	Truckdriver, Medium Truck		16.91
31363	Truckdriver, Heavy Truck		17.67
31364	Truckdriver, Tractor-Trailer		17.67
99000	Miscellaneous Occupations		
99020	Animal Caretaker		9.62
99030	Cashier		10.02
99041	Carnival Equipment Operate		9.71
99042	Carnival Equipment Repaire	er	10.31
99043	Carnival Worker		7.91
99050	Desk Clerk		10.45
99095	Embalmer		18.43
99300	Lifeguard		9.68
99310	Mortician		18.61
99350	Park Attendant (Aide)	Label Task Ball and	12.16
99400	Photofinishing Worker (Pho Tech)	to Lab Tech., Darkroom	10.59
99500	Recreation Specialist		14.49

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Recycling Worker		12.29
Sales Clerk		10.65
School Crossing Guard (Cros	swalk Attendant)	10.01
Sport Official		9.68
99630 Sport Official 99658 Survey Party Chief (Chief of Party)		20.22
Surveying Technician (Instr. F Asst./Instr.)	Person/Surveyor	16.33
Surveying Aide		11.92
Swimming Pool Operator		14.51
Vending Machine Attendant		12.29
Vending Machine Repairer		14.51
•	elper	12.29
	Sales Clerk School Crossing Guard (Cros Sport Official Survey Party Chief (Chief of F Surveying Technician (Instr. F Asst./Instr.) Surveying Aide Swimming Pool Operator Vending Machine Attendant Vending Machine Repairer	Recycling Worker Sales Clerk School Crossing Guard (Crosswalk Attendant) Sport Official Survey Party Chief (Chief of Party) Surveying Technician (Instr. Person/Surveyor Asst./Instr.) Surveying Aide Swimming Pool Operator Vending Machine Attendant

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

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Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director Division of Wage Determinations Wage Determination No.: 1994-2559 Revision No.: 22 Date of Last Revision: 09/12/2002

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
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01315	Secretary V	12.83
01320	Service Order Dispatcher	13.66
01341	Stenographer I	15.00

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01342	Stenographer II		15.33
01400	Supply Technician		19.90
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03043	Computer Operator III		17.14
03044	Computer Operator IV		19.95
03045	Computer Operator V		22.10
03071	Computer Programmer I (1)		14.73
03072	Computer Programmer II (1)		18.64
03073	Computer Programmer III (1)		22.17
03074	Computer Programmer IV (1)		26.82
03101	Computer Systems Analyst I (1)	19.06
03102	Computer Systems Analyst II (1)	22.11
03103	Computer Systems Analyst III	(1)	26.08
03160	Peripheral Equipment Operato	r	13.75
05000	Automotive Service Occupatio	ns	
05005	Automotive Body Repairer, Fib	erglass	19.29
05010	Automotive Glass Installer		18.07
05040	Automotive Worker		18.07
05070	Electrician, Automotive		18.96 16.86
05100	Mobile Equipment Servicer		
05130	Motor Equipment Metal Mecha		19.29 18.07
05160	Motor Equipment Metal Worke	r	19.29
05190	Motor Vehicle Mechanic	_	16.24
05220	Motor Vehicle Mechanic Helpe		17.81
05250	Motor Vehicle Upholstery Wor	KEI	18.07
05280	Motor Vehicle Wrecker		18.67
05310	Painter, Automotive		18.07
05340	Radiator Repair Specialist		14.81
05370	Tire Repairer Transmission Repair Specialis	t t	19.29
05400			
07000	Food Preparation and Service	Occupations	9.39
07010	Food Service Worker		9.39 12.59
07010	Baker		12.00

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07041	Cook I		11.74
07042	Cook II		12.59
07070	Dishwasher		9.95
07130	Meat Cutter		14.18
07250	Waiter/Waitress		10.44
09000	Furniture Maintenance and R	epair Occupations	
09010	Electrostatic Spray Painter		18.67
09040	Furniture Handler		14.68
09070	Furniture Refinisher		18.67
09100	Furniture Refinisher Helper		16.24
09110	Furniture Repairer, Minor		17.47
09130	Upholsterer		18.67
11030	General Services and Suppor	t Occupations	
11030	Cleaner, Vehicles		10.33
11060	Elevator Operator		10.38
11090	Gardener		12.10
11121	House Keeping Aid I		9.33
11122	House Keeping Aid II		9.95
11150	Janitor		10.38
11210	Laborer, Grounds Maintenar	nce	11.48
11240	Maid or Houseman		9.39
11270	Pest Controller		12.69
11300	Refuse Collector		11.44
11330	Tractor Operator		11.88
11360	Window Cleaner		10.89
12000	Health Occupations		
12020	Dental Assistant		13.55
12040	Emergency Medical Technic (EMT)/Paramedic/Ambulance	eian e Driver	14.34
12071	Licensed Practical Nurse I		11.26
12072	Licensed Practical Nurse II		12.64
12073	Licensed Practical Nurse III		14.15
12100	Medical Assistant		11.26
12130	Medical Laboratory Technic	ian	12.64
12160	Medical Record Clerk		10.51
12190	Medical Record Technician		14.57
12221	Nursing Assistant I		9.09
12222	Nursing Assistant II		8.99
12223	Nursing Assistant III		10.62
12224	Nursing Assistant IV		12.55
12250	Pharmacy Technician		12.46
12280	Phlebotomist		12.64
12311	Registered Nurse I		17.38
12312	Registered Nurse II		21.25
12313	Registered Nurse II, Specia	list	21.25
12314	Registered Nurse III		25.73

WAGE DETERMINAT	ION NO.: 1994-2559 (Rev. 22)	ISSUE DATE: 09/12/2002	Page 4
12315	Registered Nurse III, Anesthe	tist	25.73
12316	Registered Nurse IV		30.83
13000	Information and Arts Occupat	ions	
13002	Audiovisual Librarian		15.29
13011	Exhibits Specialist I		17.04
13012	Exhibits Specialist II		19.38
13012	Exhibits Specialist III		23.31
13041	Illustrator I		17.04
13042	Illustrator II		19.38
13043	Illustrator III		23.31
13047	Librarian		22.58
13050	Library Technician		14.16
13071	Photographer I		14.40
13072	Photographer II		17.04
13073	Photographer III		19.60
13074	Photographer IV		23.31
13075	Photographer V		28.19
15000	Laundry, Dry Cleaning, Press	ing and Related Occupations	
15010	Assembler		7.43
15030	Counter Attendant		7.43
15040	Dry Cleaner		8.94
15070	Finisher, Flatwork, Machine		7.43
15090	Presser, Hand		7.43
15100	Presser, Machine, Drycleanir	ng	7.43
15130	Presser, Machine, Shirts		7.43
15160	Presser, Machine, Wearing A	pparel, Laundry	7.43
15190	Sewing Machine Operator		9.55
15220	Tailor		10.13
15250	Washer, Machine		8.10
19000	Machine Tool Operation and		
19010	Machine-Tool Operator (Tool	room)	18.67
19040	Tool and Die Maker		21.10
21000	Material Handling and Packin	g Occupations	
21010	Fuel Distribution System Ope	erator	16.72
21020	Material Coordinator		14.72
21030	Material Expediter		14.72
21040	Material Handling Laborer		13.58
21050	Order Filler		13.15
21071	Forklift Operator		17.65
21080	Production Line Worker (Foo	d Processing)	13.70
21100	Shipping/Receiving Clerk		15.11
21130	Shipping Packer		10.13
21140	Store Worker I	Maria Maria III	12.23
21150	Stock Clerk (Shelf Stocker; S	store vvorker II)	15.07
21210	Tools and Parts Attendant		16.14

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21400	Warehouse Specialist	15.75
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.95
23040	Aircraft Mechanic Helper	16.24
23050	Aircraft Quality Control Inspector	19.91
23060	Aircraft Servicer	17.47
23070	Aircraft Worker	18.07
23100	Appliance Mechanic	16.97
23120	Bicycle Repairer	14.81
23125	Cable Splicer	19.29
23130	Carpenter, Maintenance	17.78
23140	Carpet Layer	18.07
23160	Electrician, Maintenance	19.29
23181	Electronics Technician, Maintenance I	18.07
23182	Electronics Technician, Maintenance II	18.67
23183	Electronics Technician, Maintenance III	19.29
23260	Fabric Worker	17.47
23290	Fire Alarm System Mechanic	19.29
23310	Fire Extinguisher Repairer	17.26
23340	Fuel Distribution System Mechanic	19.29
23370	General Maintenance Worker	16.43
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.78
23430	Heavy Equipment Mechanic	19.29
23440	Heavy Equipment Operator	19.03
23460	Instrument Mechanic	19.29
23470	Laborer	11.44
23500	Locksmith	16.97
23530	Machinery Maintenance Mechanic	17.54
23550	Machinist, Maintenance	19.29
23580	Maintenance Trades Helper	14.76
23640	Millwright	19.29
23700	Office Appliance Repairer	18.67
23740	Painter, Aircraft	18.67
23760	Painter, Maintenance	18.67
23790	Pipefitter, Maintenance	19.29
23800	Plumber, Maintenance	18.67
23820	Pneudraulic Systems Mechanic	19.29
23850	Rigger	18.67
23870	Scale Mechanic	18.07
23890	Sheet-Metal Worker, Maintenance	19.29
23910	Small Engine Mechanic	18.07
23930	Telecommunication Mechanic I	19.29
23931	Telecommunication Mechanic II	19.91
23950	Telephone Lineman	19.29
23960	Welder, Combination, Maintenance	19.25
23965	Well Driller	19.29
23970	Woodcraft Worker	19.29
23980	Woodworker	17.32

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24000	Personal Needs Occupations	
24570	Child Care Attendant	8.02
24580	Child Care Center Clerk	10.01
24600	Chore Aid	10.33
24630	Homemaker	13.38
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.86
25040	Sewage Plant Operator	19.04
25070	Stationary Engineer	20.86
25190	Ventilation Equipment Tender	16.24
25210	Water Treatment Plant Operator	20.25
27000	Protective Service Occupations	
	Police Officer	23.48
27004	Alarm Monitor	13.39
27006	Corrections Officer	19.80
27010	Court Security Officer	23.51
27040	Detention Officer	23.51 23.53
27070	Firefighter	9.38
27101	Guard II	14.00
27102	Guard II	14.00
28000	Stevedoring/Longshoremen Occupations	45.05
28010	Blocker and Bracer	15.25
28020	Hatch Tender	15.25 15.25
28030	Line Handler	13.38
28040	Stevedore I	14.31
28050	Stevedore II	14.51
29000	Technical Occupations	16.51
21150	Graphic Artist	29.03
29010	Air Traffic Control Specialist, Center (2)	20.02
29011	Air Traffic Control Specialist, Station (2) Air Traffic Control Specialist, Terminal (2)	22.05
29012 29023	Archeological Technician I	14.16
29023	Archeological Technician II	15.84
29025	Archeological Technician III	19.60
29030	Cartographic Technician	20.49
29035	Computer Based Training (CBT) Specialist/	19.06
29040	Instructor Civil Engineering Technician	18.24
29061	Drafter I	12.45
29062	Drafter II	14.40
29063	Drafter III	17.04
29064	Drafter IV	19.60
29081	Engineering Technician I	12.45
29082	Engineering Technician II	14.40
29083	Engineering Technician III	17.04

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29084	Engineering Technician IV		19.60
29085	Engineering Technician V		23.98
29086	Engineering Technician VI		29.00
29090	Environmental Technician		19.60
29100	Flight Simulator/Instructor (Pilot		19.91
29160	Instructor	,	20.22
29210	Laboratory Technician		15.53
29240	Mathematical Technician		17.35
29361	Paralegal/Legal Assistant I		14.79
29362	Paralegal/Legal Assistant II		18.25
29363	Paralegal/Legal Assistant III		22.33
29364	Paralegal/Legal Assistant IV		26.20
29390	Photooptics Technician		17.13
29480	Technical Writer		25.22
29491	Unexploded Ordnance (UXO) T	echnician I	18.45
29492	Unexploded Ordnance (UXO) T		22.32
29493	Unexploded Ordnance (UXO) T		26.76
29494	Unexploded (UXO) Safety Esco		18.45
29495	Unexploded (UXO) Sweep Pers		18.45
29620	Weather Observer, Senior (3)		17.35
29621	Weather Observer, Combined Programs (3)	Jpper Air and Surface	14.91
29622	Weather Observer, Upper Air (14.91
31000	Transportation/ Mobile Equipme	ent Operation Occupations	
0.000			
31030	Bus Driver		15.74
	•		11.51
31030	Bus Driver		11.51 13.59
31030 31260 31290 31300	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver		11.51 13.59 13.08
31030 31260 31290 31300 31361	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck		11.51 13.59 13.08 12.82
31030 31260 31290 31300 31361 31362	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck		11.51 13.59 13.08 12.82 15.46
31030 31260 31290 31300 31361 31362 31363	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck		11.51 13.59 13.08 12.82 15.46 15.63
31030 31260 31290 31300 31361 31362	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck		11.51 13.59 13.08 12.82 15.46
31030 31260 31290 31300 31361 31362 31363	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck		11.51 13.59 13.08 12.82 15.46 15.63 16.44
31030 31260 31290 31300 31361 31362 31363 31364	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer		11.51 13.59 13.08 12.82 15.46 15.63 16.44
31030 31260 31290 31300 31361 31362 31363 31364 99000	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations		11.51 13.59 13.08 12.82 15.46 15.63 16.44
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16 8.76
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16 8.76 18.95
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99050 99095 99095	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide)		11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16 8.76 18.95 11.01
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99050 99095 99300 99310	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician	.ab Tech., Darkroom	11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16 8.76 18.95 11.01 7.61
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99050 99095 99095 99310 99350	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide) Photofinishing Worker (Photo I	.ab Tech., Darkroom	11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16 8.76 18.95 11.01 7.61
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99050 99095 99300 99310 99350 99400	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide) Photofinishing Worker (Photo I	.ab Tech., Darkroom	11.51 13.59 13.08 12.82 15.46 15.63 16.44 10.90 8.02 11.31 11.75 9.95 9.28 20.16 8.76 18.95 11.01 7.61

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99620	School Crossing Guard (Cros	swalk Attendant)	10.95
99630	Sport Official		7.22
99658	Survey Party Chief (Chief of Party)		13.50
99659	Surveying Technician (Instr. F Asst./Instr.)	Person/Surveyor	9.57
99660	Surveying Aide		6.97
99690	Swimming Pool Operator		13.13
99720	Vending Machine Attendant		12.44
99730	Vending Machine Repairer		13.13
99740	Vending Machine Repairer He	elper	12.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

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transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross

Director

Division of

Wage Determinations

Wage Determination No.: 1994-2561 Revision No.: 26 Date of Last Revision: 08/21/2002

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.12
01012	Accounting Clerk II	12.14
01013	Accounting Clerk III	14.11
01014	Accounting Clerk IV	16.27
01030	Court Reporter	14.40
01050	Dispatcher, Motor Vehicle	14.40
01060	Document Preparation Clerk	12.37
01070	Messenger (Courier)	8.86
01090	Duplicating Machine Operator	12.37
01110	Film/Tape Librarian	12.12
01115	General Clerk I	9.57
01116	General Clerk II	9.71
01117	General Clerk III	13.68
01118	General Clerk IV	15.04
01120	Housing Referral Assistant	16.86
01131	Key Entry Operator I	11.90
01132	Key Entry Operator II	14.52
01191	Order Clerk I	11.92
01192	Order Clerk II	13.06
01261	Personnel Assistant (Employment) I	11.55
01262	Personnel Assistant (Employment) II	12.96
01263	Personnel Assistant (Employment) III	14.42
01264	Personnel Assistant (Employment) IV	16.80
01270	Production Control Clerk	15.74
01290	Rental Clerk	12.12
01300	Scheduler, Maintenance	13.94
01311	Secretary I	13.66
01312	Secretary II	13.84
01313	Secretary III	15.39
01314	Secretary IV	19.75
01315	Secretary V	24.91
01320	Service Order Dispatcher	12.75
01341	Stenographer I	12.96

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01342	Stenographer II		14.79
01400	Supply Technician		19.90
01420	Survey Worker (Interviewer)		14.16
	Switchboard Operator-Reception	nist	10.94
01460 01510	Test Examiner		14.40
01520	Test Proctor		14.40
01531	Travel Clerk I		11.25
01532	Travel Clerk II		12.08
01533	Travel Clerk III		12.91
01611	Word Processor i		12.22
01612	Word Processor II		13.71
01613	Word Processor III		16.96
03000	Automatic Data Processing Occ	upations	
03010	Computer Data Librarian		11.57
03041	Computer Operator I		13.45
03042	Computer Operator II		14.63 17.60
03043	Computer Operator III		17.60
03044	Computer Operator IV		22.02
03045	Computer Operator V		15.01
03071	Computer Programmer I (1)		18.02
03072	Computer Programmer II (1)		23.43
03073	Computer Programmer III (1)		27.62
03074	Computer Programmer IV (1)		23.36
03101	Computer Systems Analyst I (1		26.42
03102	Computer Systems Analyst II (1		27.62
03103	Computer Systems Analyst III (14.05
03160	Peripheral Equipment Operator		14.03
05000	Automotive Service Occupation		21.24
05005	Automotive Body Repairer, Fib	erglass	19.54
05010	Automotive Glass Installer		19.54
05040	Automotive Worker		20.41
05070	Electrician, Automotive		17.63
05100	Mobile Equipment Servicer		21.24
05130	Motor Equipment Metal Mecha		19.54
05160	Motor Equipment Metal Worker	r e e e e e e e e e e e e e e e e e e e	21.24
05190	Motor Vehicle Mechanic		16.78
05220	Motor Vehicle Mechanic Helpe		18.49
05250	Motor Vehicle Upholstery Work	(er	19.54
05280	Motor Vehicle Wrecker		20.41
05310	Painter, Automotive		21.89
05340	Radiator Repair Specialist		15.74
05370	Tire Repairer		21.24
05400	Transmission Repair Specialis		21.27
07000	Food Preparation and Service	Occupations	9.22
07040	Food Service Worker		9.22 11.65
07010	Baker		

WAGE DETERMINATION	ON NO.: 1994-2561 (Rev. 26)	ISSUE DATE: 08/21/2002	Page 3
07041	Cook I		10.88
07041	Cook II		11.65
07070	Dishwasher		9.55
07130	Meat Cutter		14.54
07150	Waiter/Waitress		9.69
09000	Furniture Maintenance and Repair	Occupations	
09010	Electrostatic Spray Painter		21.01
09040	Furniture Handler		16.89
09070	Furniture Refinisher		21.01
09100	Furniture Refinisher Helper		18.28
09110	Furniture Repairer, Minor		19.65
09130	Upholsterer		21.01
11030	General Services and Support Oc	cupations	
11030	Cleaner, Vehicles		10.13
11060	Elevator Operator		10.14
11090	Gardener		12.09
11121	House Keeping Aid I		8.97
11122	House Keeping Aid II		9.51
11150	Janitor		10.14
11210	Laborer, Grounds Maintenance		10.77
11240	Maid or Houseman		8.97
11270	Pest Controller		12.39
11300	Refuse Collector		10.52
11330	Tractor Operator		10.58
11360	Window Cleaner		10.67
12000	Health Occupations		
12020	Dental Assistant		13.88
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Dr	iver	12.86
12071	Licensed Practical Nurse I		11.26
12072	Licensed Practical Nurse II		12.64
12073	Licensed Practical Nurse III		14.15
12100	Medical Assistant		11.27
12130	Medical Laboratory Technician		11.49
12160	Medical Record Clerk		10.58
12190	Medical Record Technician		14.57
12221	Nursing Assistant I		8.26
12222	Nursing Assistant II		9.28
12223	Nursing Assistant III		10.62
12224	Nursing Assistant IV		12.55
12250	Pharmacy Technician		13.71
12280	Phlebotomist		12.64
12311	Registered Nurse I		17.38
12312	Registered Nurse II		21.25
12313	Registered Nurse II, Specialist		21.25
12314	Registered Nurse III		25.73

WAGE DETERMINATION	ON NO.: 1994-2561 (Rev. 26)	ISSUE DATE: 08/21/2002	Page 4
12315	Registered Nurse III, Anesth	etist	25.73
12316	Registered Nurse IV		30.83
13000	Information and Arts Occupa	tions	
13002	Audiovisual Librarian		17.47
13011	Exhibits Specialist I		16.52
13012	Exhibits Specialist II		19.36
13013	Exhibits Specialist III		23.46
13041	Illustrator I		17.48
13042	Illustrator II		21.66
13043	Illustrator III		26.50
13047	Librarian		22.03
13050	Library Technician		13.53
13071	Photographer I		14.80
13072	Photographer II		17.95
13073	Photographer III		22.02
13074	Photographer IV		26.92
13075	Photographer V		32.59
15000	Laundry, Dry Cleaning, Pres	sing and Related Occupations	
15010	Assembler		8.15
15030	Counter Attendant		8.15
15040	Dry Cleaner		10.35
15070	Finisher, Flatwork, Machine		8.15
15090	Presser, Hand		8.15
15100	Presser, Machine, Dryclear	ning	8.15
15130	Presser, Machine, Shirts		8.15 8.15
15160	Presser, Machine, Wearing	Apparel, Laundry	11.09
15190	Sewing Machine Operator		11.83
15220	Tailor		8.88
15250	Washer, Machine		0.00
19000	Machine Tool Operation and		04.04
19010	Machine-Tool Operator (To	olroom)	21.01
19040	Tool and Die Maker		23.74
21000	Material Handling and Pack	ing Occupations	
21010	Fuel Distribution System O	perator	20.68
21020	Material Coordinator		15.82
21030	Material Expediter		15.82 12.98
21040	Material Handling Laborer		10.92
21050	Order Filler		17.65
21071	Forklift Operator		
21080	Production Line Worker (F	ood Processing)	13.93 12.18
21100	Shipping/Receiving Clerk		12.18
21130	Shipping Packer		12.16
21140	Store Worker I	Others Mankey IIV	15.07
21150	Stock Clerk (Shelf Stocker		17.14
21210	Tools and Parts Attendant		11.14

Page 5 ISSUE DATE: 08/21/2002 WAGE DETERMINATION NO.: 1994-2561 (Rev. 26) 15.58 Warehouse Specialist 21400 Mechanics and Maintenance and Repair Occupations 23000 21.71 Aircraft Mechanic 23010 18.28 Aircraft Mechanic Helper 23040 26.64 Aircraft Quality Control Inspector 23050 19.65 23060 Aircraft Servicer 20.33 Aircraft Worker 23070 21.01 Appliance Mechanic 23100 18.33 Bicycle Repairer 23120 21.71 Cable Splicer 23125 21.01 Carpenter, Maintenance 23130 21.01 Carpet Layer 23140 26.04 Electrician, Maintenance 23160 18.46 Electronics Technician, Maintenance I 23181 19.72 Electronics Technician, Maintenance II 23182 24.48 Electronics Technician, Maintenance III 23183 19.65 Fabric Worker 23260 21.71 Fire Alarm System Mechanic 23290 18.97 Fire Extinguisher Repairer 23310 23.88 Fuel Distribution System Mechanic 23340 20.33 General Maintenance Worker 23370 21.71 Heating, Refrigeration and Air Conditioning Mechanic 23400 21.71 Heavy Equipment Mechanic 23430 21.71 **Heavy Equipment Operator** 23440 21.71 Instrument Mechanic 23460 13.04 Laborer 23470 21.01 Locksmith 23500 21.75 Machinery Maintenance Mechanic 23530 20.67 Machinist, Maintenance 23550 18.28 Maintenance Trades Helper 23580 21.71 Millwright 23640 21.01 Office Appliance Repairer 23700 21.01 Painter, Aircraft 23740 21.01 Painter, Maintenance 23760 22.31 Pipefitter, Maintenance 23790 21.01 Plumber, Maintenance 23800 21.71 Pneudraulic Systems Mechanic 23820 21.71 Rigger 23850 20.33 23870 Scale Mechanic 21.71 Sheet-Metal Worker, Maintenance 23890 20.33 Small Engine Mechanic 23910 21.71 Telecommunication Mechanic I 23930 22.41 Telecommunication Mechanic II 23931 21.71 Telephone Lineman 23950 21.71 Welder, Combination, Maintenance 23960 21.71 Well Driller 23965 21.71 Woodcraft Worker 23970 18.97 Woodworker

23980

24000	Personal Needs Occupations	
24570	Child Care Attendant	8.67
24580	Child Care Center Clerk	9.41
24600	Chore Aid	9.21
24630	Homemaker	15.35
25000	Plant and System Operation Occupations	
25010	Boiler Tender	21.71
25040	Sewage Plant Operator	21.01
25070	Stationary Engineer	21.71
25190	Ventilation Equipment Tender	18.28
25210	Water Treatment Plant Operator	21.69
27000	Protective Service Occupations	
	Police Officer	23.48
27004	Alarm Monitor	13.39
27006	Corrections Officer	19.80
27010	Court Security Officer	23.51
27040	Detention Officer	23.51
27070	Firefighter	23.53
27101	Guard I	8.51
27101	Guard II	14.73
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	17.33
28020	Hatch Tender	17.33
28030	Line Handler	17.33
28040	Stevedore I	16.74
28050	Stevedore II	17.92
29000	Technical Occupations	
21150	Graphic Artist	19.30
29010	Air Traffic Control Specialist, Center (2)	29.03
29011	Air Traffic Control Specialist, Station (2)	20.02
29012	Air Traffic Control Specialist, Terminal (2)	22.05
29023	Archeological Technician I	15.62
29024	Archeological Technician II	17.49
29025	Archeological Technician III	21.66
29030	Cartographic Technician	22.08
29035	Computer Based Training (CBT) Specialist/ Instructor	21.23
29040	Civil Engineering Technician	21.66
29061	Drafter I	12.96
29062	Drafter II	14.55
29063	Drafter III	17.48
	- · - · · · · · · · · · · · · · · · · ·	21.66
29064	Drafter IV	13.47

Engineering Technician II

Engineering Technician III

29082

29083

ISSUE DATE: 08/21/2002

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15.11

17.95

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29084	Engineering Technician IV		22.23
29085	Engineering Technician V		27.61
29086	Engineering Technician VI		32.91
29090	Environmental Technician		17.12
29100	Flight Simulator/Instructor (Pi	lot)	27.57
29160	Instructor	,	19.36
29210	Laboratory Technician		15.09
29240	Mathematical Technician		21.66
29361	Paralegal/Legal Assistant I		16.17
29362	Paralegal/Legal Assistant II		19.95
29363	Paralegal/Legal Assistant III		24.40
29364	Paralegal/Legal Assistant IV		29.49
29390	Photooptics Technician	•	22.02
29480	Technical Writer		18.48
29491	Unexploded Ordnance (UXO) Technician I	18.45
29492	Unexploded Ordnance (UXO	•	22.32
29493	Unexploded Ordnance (UXO		26.76
29494	Unexploded (UXO) Safety E		18.45
29495	Unexploded (UXO) Sweep P		18.45
29620	Weather Observer, Senior (3		18.48
29621	Weather Observer, Combine Programs (3)		16.62
29622	Weather Observer, Upper Ai		16.62
31000	Transportation/ Mobile Equip	ment Operation Occupations	
31030	Bus Driver		13.55
31260	Parking and Lot Attendant		8.67
31290	Shuttle Bus Driver		11.79
31300	Taxi Driver		9.86
31361	Truckdriver, Light Truck		10.72
31362	Truckdriver, Medium Truck		13.58
31363	Truckdriver, Heavy Truck		16.22
31364	Truckdriver, Tractor-Trailer		16.76
99000	Miscellaneous Occupations		
99020	Animal Caretaker		10.09
99030	Cashier		10.11
99041	Carnival Equipment Operato	or and a second	10.47
99042	Carnival Equipment Repaire	r	10.88
99043	Carnival Worker		9.21
99050	Desk Clerk		11.28
99095	Embalmer		18.63
99300	Lifeguard		10.04
99310	Mortician		18.45
99350	Park Attendant (Aide)		12.62
99400	Photofinishing Worker (Photograph)	o Lab Tech., Darkroom	10.04
99500	Recreation Specialist		15.61
99510	Recycling Worker		13.16
99610	Sales Clerk		10.71

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99620	School Crossing Guard (Cross	swalk Attendant)	11.65
99630	Sport Official		11.04
99658	Survey Party Chief (Chief of P	arty)	22.26
99659	Surveying Technician (Instr. F Asst./Instr.)		16.52
99660	Surveying Aide		12.05
99690	Swimming Pool Operator		12.82
99720	Vending Machine Attendant		11.52
99730	Vending Machine Repairer		12.83
99740	Vending Machine Repairer He	elper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

ISSUE DATE: 08/21/2002

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of Wage Determinations

Wage Determination No.: 1994-2563 Revision No.: 21 Date of Last Revision: 08/21/2002

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.81
01012	Accounting Clerk II	12.13
01013	Accounting Clerk III	14.11
01014	Accounting Clerk IV	16.28
01030	Court Reporter	14.40
01050	Dispatcher, Motor Vehicle	14.40
01060	Document Preparation Clerk	12.37
01070	Messenger (Courier)	9.84
01090	Duplicating Machine Operator	12.37
01110	Film/Tape Librarian	13.09
01115	General Clerk I	8.76
01116	General Clerk II	9.71
01117	General Clerk III	13.68
01118	General Clerk IV	15.04
01120	Housing Referral Assistant	16.86
01131	Key Entry Operator I	10.40
01132	Key Entry Operator II	12.69
01191	Order Clerk I	11.11
01192	Order Clerk II	14.69
01261	Personnel Assistant (Employment) I	11.55
01262	Personnel Assistant (Employment) II	12.96
01263	Personnel Assistant (Employment) III	14.42
01264	Personnel Assistant (Employment) IV	16.80
01270	Production Control Clerk	17.59
01290	Rental Clerk	12.12
01300	Scheduler, Maintenance	13.94
01311	Secretary I	14.71
01312	Secretary II	13.84
01313	Secretary III	15.39
01314	Secretary IV	19.75
01315	Secretary V	24.91
01320	Service Order Dispatcher	13.05
01341	Stenographer I	12.96

WAGE DETERMINATION	ON NO.: 1994-2563 (Rev. 21)	ISSUE DATE: 08/21/2002	Page 2
04242	Stenographer II		14.79
01342 01400	Supply Technician		19.90
01420	Survey Worker (Interviewer)		14.16
01460	Switchboard Operator-Recep	tionist	10.94
01510	Test Examiner		14.40
01510	Test Proctor		14.40
01520	Travel Clerk I		11.10
01532	Travel Clerk II		11.95
01533	Travel Clerk III		12.62
01611	Word Processor I		12.37
01612	Word Processor II		14.79
01613	Word Processor III		18.65
03000	Automatic Data Processing O	ccupations	
03010	Computer Data Librarian		12.65
03041	Computer Operator I		13.61
03042	Computer Operator II		14.63
03043	Computer Operator III		17.60
03044	Computer Operator IV		19.89
03045	Computer Operator V		22.02
03071	Computer Programmer I (1)		14.08
03072	Computer Programmer II (1)		18.02
03073	Computer Programmer III (1)		24.05
03074	Computer Programmer IV (1		25.04
03101	Computer Systems Analyst I		23.36
03102	Computer Systems Analyst I		26.42
03103	Computer Systems Analyst I		27.62
03160	Peripheral Equipment Opera	tor	14.70
05000	Automotive Service Occupat	ions	
05005	Automotive Body Repairer, F	Fiberglass	21.30
05010	Automotive Glass Installer		19.94
05040	Automotive Worker		19.94
05070	Electrician, Automotive		20.60
05100	Mobile Equipment Servicer		18.61
05130	Motor Equipment Metal Med		21.30 19.94
05160	Motor Equipment Metal Wor	ker	21.24
05190	Motor Vehicle Mechanic		17.93
05220	Motor Vehicle Mechanic Hel		19.28
05250	Motor Vehicle Upholstery W	orker	19.94
05280	Motor Vehicle Wrecker		20.60
05310	Painter, Automotive		19.94
05340	Radiator Repair Specialist		16.61
05370	Tire Repairer	lint	21.30
05400	Transmission Repair Specia		21.50
07000	Food Preparation and Service	e Occupations	9.38
	Food Service Worker		12.65
07010	Baker		12.00

WAGE DETERMINATION	ON NO.: 1994-2563 (Rev. 21) ISSUE DATE: 08/21/2002	Page 3
07041	Cook I	11.03
07042	Cook II	11.82
07070	Dishwasher	9.55
07130	Meat Cutter	14.95
07250	Waiter/Waitress	11.91
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	21.06
09040	Furniture Handler	16.94
09070	Furniture Refinisher	21.06
09100	Furniture Refinisher Helper	18.25
09110	Furniture Repairer, Minor	19.54
09130	Upholsterer	21.06
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	10.33
11060	Elevator Operator	10.38
11090	Gardener	12.10
11121	House Keeping Aid I	8.97
11122	House Keeping Aid II	10.12
11150	Janitor	10.38
11210	Laborer, Grounds Maintenance	11.83 8.97
11240	Maid or Houseman	*
11270	Pest Controller	13.39 10.79
11300	Refuse Collector	12.23
11330	Tractor Operator	10.89
11360	Window Cleaner	10.09
12000	Health Occupations	
12020	Dental Assistant	13.44
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.23
12071	Licensed Practical Nurse I	13.30
12072	Licensed Practical Nurse II	14.93
12073	Licensed Practical Nurse III	16.71
12100	Medical Assistant	11.94
12130	Medical Laboratory Technician	13.13
12160	Medical Record Clerk	12.97
12190	Medical Record Technician	14.57
12221	Nursing Assistant I	7.54
12222	Nursing Assistant II	9.28
12223	Nursing Assistant III	10.62
12224	Nursing Assistant IV	12.55
12250	Pharmacy Technician	13.43 10.89
12280	Phlebotomist	20.30
12311	Registered Nurse I	24.76
12312	Registered Nurse II	24.76
12313	Registered Nurse II, Specialist	29.43
12314	Registered Nurse III	23.43

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12315	Registered Nurse III, Anesth	etist	29.43
12316	Registered Nurse IV		32.95
13000	Information and Arts Occupa	tions	
13002	Audiovisual Librarian		15.88
13011	Exhibits Specialist I		17.94
13012	Exhibits Specialist II		20.46
13013	Exhibits Specialist III		25.16
13041	Illustrator I		17.52
13042	Illustrator II		19.98
13043	Illustrator III		24.58
13047	Librarian		24.06
13050	Library Technician		14.86
13071	Photographer I		14.55
13072	Photographer II		18.36
13073	Photographer III		20.53
13074	Photographer IV		25.25
13075	Photographer V		31.04
15000	Laundry, Dry Cleaning, Pres	sing and Related Occupations	
15010	Assembler		8.15
15030	Counter Attendant		8.15
15040	Dry Cleaner		10.35
15070	Finisher, Flatwork, Machine		8.15
15090	Presser, Hand		8.15
15100	Presser, Machine, Dryclean	ing	8.15
15130	Presser, Machine, Shirts		8.15
15160	Presser, Machine, Wearing	Apparel, Laundry	8.15
15190	Sewing Machine Operator		11.09 11.83
15220	Tailor		8.88
15250	Washer, Machine		0.00
19000	Machine Tool Operation and	Repair Occupations	24.22
19010	Machine-Tool Operator (To	olroom)	21.09
19040	Tool and Die Maker		23.67
21000	Material Handling and Packi	ng Occupations	
21010	Fuel Distribution System Op	perator	18.70
21020	Material Coordinator		18.01
21030	Material Expediter		18.01
21040	Material Handling Laborer		15.16
21050	Order Filler	••	11.48
21071	Forklift Operator	. –	17.65
21080	Production Line Worker (Fo	ood Processing)	15.63
21100	Shipping/Receiving Clerk		14.33 14.33
21130	Shipping Packer		12.36
21140	Store Worker I	Other Manham IIV	15.07
21150	Stock Clerk (Shelf Stocker;	Store Worker II)	18.57
21210	Tools and Parts Attendant		10.57

WAGE DETERMINATI	ON NO.: 1994-2563 (Rev. 21) ISSUE DATE: 08/21/2002	Page 5
21400	Warehouse Specialist	16.71
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	21.71
23040	Aircraft Mechanic Helper	18.25
23050	Aircraft Quality Control Inspector	27.53
23060	Aircraft Servicer	19.54
23070	Aircraft Worker	20.41
23100	Appliance Mechanic	21.06
23120	Bicycle Repairer	18.25
23125	Cable Splicer	25.98
23130	Carpenter, Maintenance	21.66
23140	Carpet Layer	24.05
23160	Electrician, Maintenance	25.80
23181	Electronics Technician, Maintenance I	21.05
23182	Electronics Technician, Maintenance II	22.59
23183	Electronics Technician, Maintenance III	27.85
23260	Fabric Worker	19.54
23290	Fire Alarm System Mechanic	21.71
23310	Fire Extinguisher Repairer	18.89
23340	Fuel Distribution System Mechanic	21.71
23370	General Maintenance Worker	17.86
23400	Heating, Refrigeration and Air Conditioning Mechanic	22.88
23430	Heavy Equipment Mechanic	21.71 23.43
23440	Heavy Equipment Operator	23.43 21.71
23460	Instrument Mechanic	11.17
23470	Laborer	20.96
23500	Locksmith	21.75
23530	Machinery Maintenance Mechanic	20.97
23550	Machinist, Maintenance	17.93
23580	Maintenance Trades Helper	24.28
23640	Millwright	21.06
23700	Office Appliance Repairer	21.06
23740	Painter, Aircraft	21.06
23760	Painter, Maintenance	25.13
23790	Pipefitter, Maintenance	23.38
23800	Plumber, Maintenance	21.71
23820	Pneudraulic Systems Mechanic	21.71
23850	Rigger	20.41
23870	Scale Mechanic Sheet-Metal Worker, Maintenance	21.71
23890		18.55
23910	Small Engine Mechanic Telecommunication Mechanic I	21.71
23930	Telecommunication Mechanic I	22.37
23931	V = 1 = - 1	21.71
23950	Telephone Lineman Welder, Combination, Maintenance	21.71
23960	Well Driller	21.71
23965	Woodcraft Worker	21.71
23970 23980	Woodworker	18.89
23900	+ + + + + + + + + + + + + + + + + + +	

WAGE DETERMINAT	ION NO.: 1994-2563 (Rev. 21)	ISSUE DATE: 08/21/2002	Page 6
24000	Personal Needs Occupations		
24570	Child Care Attendant		8.83
24580	Child Care Center Clerk		11.01
24600	Chore Aid		9.06
24630	Homemaker		15.35
25000	Plant and System Operation (Occupations	
25010	Boiler Tender		23.01
25040	Sewage Plant Operator		22.35
25070	Stationary Engineer		23.01
25190	Ventilation Equipment Tender		18.25
25210	Water Treatment Plant Opera	tor	23.20
27000	Protective Service Occupation	ns	
	Police Officer		23.48
27004	Alarm Monitor		15.95
27006	Corrections Officer		18.69
27010	Court Security Officer		23.51
27040	Detention Officer		23.51
27070	Firefighter		23.53
27101	Guard I		8.56
27102	Guard II		15.40
28000	Stevedoring/Longshoremen C	ccupations	
28010	Blocker and Bracer		17.39
28020	Hatch Tender		17.39
28030	Line Handler		17.39
28040	Stevedore I		15.28
28050	Stevedore II		16.33
29000	Technical Occupations		
21150	Graphic Artist		23.71
29010	Air Traffic Control Specialist, (Center (2)	29.03
29011	Air Traffic Control Specialist, S	Station (2)	20.02
29012	Air Traffic Control Specialist,	Terminal (2)	22.05
29023	Archeological Technician I		15.83
29024	Archeological Technician II		17.71
29025	Archeological Technician III		21.93
29030	Cartographic Technician		21.52
29035	Computer Based Training (CE Instructor	T) Specialist/	23.42
29040	Civil Engineering Technician		22.12
29061	Drafter I		13.24
29062	Drafter II		15.55
29063	Drafter III		20.19
29064	Drafter IV		21.93
29081	Engineering Technician I		14.80
29082	Engineering Technician II		16.61
29083	Engineering Technician III		19.95
	<u> </u>		13.33

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29084	Engineering Technician IV		24.62
29085	Engineering Technician V		29.65
29086	Engineering Technician VI		35.87
29090	Environmental Technician		19.26
29100	Flight Simulator/Instructor (Pil	ot)	26.42
29160	Instructor	,	19.36
29210	Laboratory Technician		16.13
29240	Mathematical Technician		20.53
29361	Paralegal/Legal Assistant I		14.31
29362	Paralegal/Legal Assistant II		17.66
29363	Paralegal/Legal Assistant III		19.49
29364	Paralegal/Legal Assistant IV		26.11
29390	Photooptics Technician		20.53
29480	Technical Writer		22.52
29491	Unexploded Ordnance (UXO)	Technician I	18.45
29492	Unexploded Ordnance (UXO)		22.32
29493	Unexploded Ordnance (UXO)		26.76
29494	Unexploded (UXO) Safety Es		18.45
29495	Unexploded (UXO) Sweep Pe	ersonnel	18.45
29620	Weather Observer, Senior (3)		20.48
29621	Weather Observer, Combined Programs (3)	Upper Air and Surface	18.32
29622	Weather Observer, Upper Air	(3)	18.32
31000	Transportation/ Mobile Equipm	nent Operation Occupations	
31030	Bus Driver		16.95
31260	Parking and Lot Attendant		9.33
31290	Shuttle Bus Driver		11.29
31300	Taxi Driver		8.98
31361	Truckdriver, Light Truck		10.26
31362	Truckdriver, Medium Truck		17.28
31363	Truckdriver, Heavy Truck		17.54
31364	Truckdriver, Tractor-Trailer		17.54
99000	Miscellaneous Occupations		
99020	Animal Caretaker		10.90
99030	Cashier		10.49
99041	Carnival Equipment Operator		10.66
99042	Carnival Equipment Repairer		11.07
99043	Carnival Worker		9.38
99050	Desk Clerk		10.81
99095	Embalmer		20.16
99300	Lifeguard		9.70
99310	Mortician		19.34
99350	Park Attendant (Aide)	Lab Tasta Ballas	12.18
99400	Photofinishing Worker (Photo Tech)	Lab Tech., Darkroom	11.92
99500	Recreation Specialist		14.96
99510	Recycling Worker		12.29
99610	Sales Clerk		12.14

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99620	School Crossing Guard (Cros	swalk Attendant)	10.16
99630	Sport Official		10.04
99658	Survey Party Chief (Chief of Party)		21.28
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)		16.80
99660	Surveying Aide		12.26
99690	Swimming Pool Operator		14.18
99720	Vending Machine Attendant		13.52
99730	Vending Machine Repairer		13.64
99740	Vending Machine Repairer He	elper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

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transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director Division of

Wage Determinations

Wage Determination No.: 1994-2565 Revision No.: 17

Date of Last Revision: 05/29/2002

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.63
Accounting Clerk II	9.89
Accounting Clerk III	12.44
Accounting Clerk IV	14.27
Court Reporter	11.96
Dispatcher, Motor Vehicle	11.26
Document Preparation Clerk	10.98
Duplicating Machine Operator	10.98
Film/Tape Librarian	10.73
General Clerk I	6.46
General Clerk II	7.28
General Clerk III	10.66
General Clerk IV	11.97
Housing Referral Assistant	14.96
Key Entry Operator I	10.15
Key Entry Operator II	13.15
Messenger (Courier)	7.90
Order Clerk I	8.97
Order Clerk II	11.59
Personnel Assistant (Employment) I	9.81
Personnel Assistant (Employment) II	11.03
Personnel Assistant (Employment) III	12.28
Personnel Assistant (Employment) IV	14.23
Production Control Clerk	15.62
Rental Clerk	9.33
Scheduler, Maintenance	11.59
Secretary I	11.59
Secretary II	12.93
Secretary III	14.96
Secretary IV	18.42
Secretary V	19.81
Service Order Dispatcher	15.31

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Stenographer I		10.57
Stenographer II		11.75
Supply Technician		15.61
Survey Worker (Interviewer)		10.40
Switchboard Operator-Receptionist		9.57
Test Examiner		12.93
Test Proctor		12.93
Travel Clerk I		10.58
Travel Clerk II		11.12
Travel Clerk III		11.90
Word Processor I		9.95
Word Processor II		11.17
Word Processor III		12.47
Automatic Data Processing Occupations		
Computer Data Librarian		10.26
Computer Operator I		10.96
Computer Operator II		13.16
Computer Operator III		15.88
Computer Operator IV		17.63
Computer Operator V		19.54
Computer Programmer I (1)		14.75
Computer Programmer II (1)		18.36
Computer Programmer III (1)		21.86
Computer Programmer IV (1)		26.43 22.96
Computer Systems Analyst I (1)		26.60
Computer Systems Analyst II (1) Computer Systems Analyst III (1)		27.62
Peripheral Equipment Operator		13.16
Automotive Service Occupations		
Automotive Body Repairer, Fiberglass		18.85
Automotive Glass Installer		15.16
Automotive Worker		15.16
Electrician, Automotive		16.48
Mobile Equipment Servicer		14.33
Motor Equipment Metal Mechanic		16.48
Motor Equipment Metal Worker		15.16
Motor Vehicle Mechanic		16.57
Motor Vehicle Mechanic Helper		13.02
Motor Vehicle Upholstery Worker		14.33
Motor Vehicle Wrecker		15.16
Painter, Automotive		15.81
Radiator Repair Specialist		15.16
Tire Repairer		13.21
Transmission Repair Specialist		16.48
Food Preparation and Service Occupations		
Baker		10.22

Cook I	8.74 10.05
Dishwasher Food Service Worker Meat Cutter Waiter/Waitress	7.81 7.73 11.75 8.18
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter Furniture Handler Furniture Refinisher Furniture Refinisher Helper Furniture Repairer, Minor Upholsterer	15.81 12.67 15.81 13.02 14.33 15.81
General Services and Support Occupations	
Cleaner, Vehicles Elevator Operator Gardener House Keeping Aid I House Keeping Aid II Janitor Laborer, Grounds Maintenance Maid or Houseman Pest Controller Refuse Collector Tractor Operator Window Cleaner	8.15 8.98 8.98 7.93 8.45 8.98 9.10 7.93 9.15 7.81 10.78 9.41
Health Occupations	
Dental Assistant Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver Licensed Practical Nurse I Licensed Practical Nurse III Licensed Practical Nurse III Medical Assistant Medical Laboratory Technician Medical Record Clerk Medical Record Technician Nursing Assistant I Nursing Assistant II Nursing Assistant III Nursing Assistant IIV Pharmacy Technician Phlebotomist Registered Nurse I Registered Nurse II Registered Nurse III, Specialist Registered Nurse III	14.46 14.32 11.52 12.93 14.46 11.08 12.93 9.77 13.54 7.35 8.26 9.02 10.11 12.45 12.93 14.46 17.69 17.69 21.41

WAGE DETERMINATION NO.: 1994-2565 (Rev. 17)	ISSUE DATE: 05/29/2002	Page 4
Registered Nurse III, Anesthetist Registered Nurse IV		21.41 25.65
Information and Arts Occupations		
Audiovisual Librarian		16.43
Exhibits Specialist I		13.90
Exhibits Specialist II		17.23
Exhibits Specialist III		21.01
Illustrator I		13.90
Illustrator II		17.23
Illustrator III		21.01
Librarian		20.58
Library Technician	·	11.96
Photographer I Photographer II		11.56
Photographer III		12.94
Photographer IV		15.28
Photographer V		18.63
· ,		22.61
Laundry, Dry Cleaning, Pressing and Related	Occupations	
Assembler		7.65
Counter Attendant		7.35
Dry Cleaner		8.35
Finisher, Flatwork, Machine		7.65
Presser, Hand		7.65
Presser, Machine, Drycleaning		7.65
Presser, Machine, Shirts		7.65
Presser, Machine, Wearing Apparel, Laundry Sewing Machine Operator		7.65
Tailor		8.93
Washer, Machine		10.26 7.70
Machine Tool Operation and Repair Occupatio		7.70
-	ns	
Machine-Tool Operator (Toolroom) Tool and Die Maker		15.81
		18.62
Material Handling and Packing Occupations		
Forklift Operator		14.49
Fuel Distribution System Operator		14.72
Material Coordinator		16.67
Material Expediter		15.62
Material Handling Laborer		11.50
Order Filler		12.83
Production Line Worker (Food Processing)		13.83
Shipping Packer		13.04
Shipping/Receiving Clerk Stock Clerk (Shelf Stocker; Store Worker II)		11.34
Store Worker I		12.83
Tools and Parts Attendant		10.63
roots and raite Attendant		14.77

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Woodworker

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15.73

Miscellaneous Occupations	
Animal Caretaker	7.61
Carnival Equipment Operator	9.68
Carnival Equipment Repairer	10.19
Carnival Worker	8.07
Cashier	8.81
Desk Clerk	9.01
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.53
Recreation Specialist	12.48
Recycling Worker	8.89
Sales Clerk	10.65
School Crossing Guard (Crosswalk Attendant)	8.98
Sport Official	9.26
Survey Party Chief (Chief of Party)	16.09
Surveying Aide	8.87
Surveying Technician (Instr. Person/Surveyor Asst./Instr.) Swimming Pool Operator	12.14
Vending Machine Attendant	8.53
Vending Machine Attendant Vending Machine Repairer	8.89 10.22
Vending Machine Repairer Helper	8.89
Personal Needs Occupations	0.09
Child Care Attendant	9.01
Child Care Center Clerk Chore Aid	12.18
Homemaker	8.13
nomemaker	15.72
Plant and System Operation Occupations	
Boiler Tender	18.50
Sewage Plant Operator	19.29
Stationary Engineer	18.50
Ventilation Equipment Tender	14.77
Water Treatment Plant Operator	19.19
Protective Service Occupations	
Alarm Monitor	12.56
Corrections Officer	18.76
Court Security Officer	19.95
Detention Officer	18.76
Firefighter	18.78
Guard I	9.13
Guard II	14.44
Police Officer	22.30

16.03

Weather Observer, Upper Air (3)

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16.43
Parking and Lot Attendant	8.17
Shuttle Bus Driver	10.89
Taxi Driver	9.80
Truckdriver, Heavy Truck	16.95
Truckdriver, Light Truck	10.33
Truckdriver, Medium Truck	16.43
Truckdriver, Tractor-Trailer	16.95

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE $\{Standard Form 1444 (SF 1444)\}$

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of Wage Determinations

Wage Determination No.: 1994-2567 Revision No.: 22 Date of Last Revision: 08/21/2002

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.83
01012	Accounting Clerk II	12.16
01013	Accounting Clerk III	14.11
01014	Accounting Clerk IV	16.36
01030	Court Reporter	14.40
01050	Dispatcher, Motor Vehicle	14.40
01060	Document Preparation Clerk	11.56
01070	Messenger (Courier)	10.13
01090	Duplicating Machine Operator	12.37
01110	Film/Tape Librarian	13.94
01115	General Clerk I	8.68
01116	General Clerk II	9.71
01117	General Clerk III	12.57
01118	General Clerk IV	13.84
01120	Housing Referral Assistant	17.51 10.39
01131	Key Entry Operator I	12.04
01132	Key Entry Operator II	12.04
01191	Order Clerk I	12.76
01192	Order Clerk II	11.75
01261	Personnel Assistant (Employment) I	13.20
01262	Personnel Assistant (Employment) II	14.40
01263	Personnel Assistant (Employment) III	16.86
01264	Personnel Assistant (Employment) IV	15.77
01270	Production Control Clerk	12.63
01290	Rental Clerk	14.07
01300	Scheduler, Maintenance	13.66
01311	Secretary I	13.84
01312	Secretary II	16.01
01313	Secretary III	19.75
01314	Secretary IV	19.75 22.67
01315	Secretary V	14.79
01320	Service Order Dispatcher	13.43
01341	Stenographer I	13.43

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01342	Stenographer II		15.26
01400	Supply Technician		16.81
01420	Survey Worker (Interviewer)		13.39
01460	Switchboard Operator-Reception	onist	10.94
01510	Test Examiner		14.40
01520	Test Proctor		14.40
01531	Travel Clerk I		10.36
01532	Travel Clerk II		11.28
01533	Travel Clerk III		12.14
01611	Word Processor I		12.37
01612	Word Processor II		13.19
01613	Word Processor III		14.76
03000	Automatic Data Processing Occ	cupations	
03010	Computer Data Librarian		14.33
03041	Computer Operator I		13.93
03042	Computer Operator II		15.58
03043	Computer Operator III		17.60
03044	Computer Operator IV		19.84
03045	Computer Operator V		22.04
03071	Computer Programmer I (1)		15.08
03072	Computer Programmer II (1)		18.33
03073	Computer Programmer III (1)		25.81
03074	Computer Programmer IV (1)		27.50
03101	Computer Systems Analyst I (1		23.32
03102	Computer Systems Analyst II (27.62
03103	Computer Systems Analyst III		27.62
03160	Peripheral Equipment Operator	r	14.67
05000	Automotive Service Occupation		
05005	Automotive Body Repairer, Fib	erglass	19.80
05010	Automotive Glass Installer		18.60
05040	Automotive Worker		18.60
05070	Electrician, Automotive		19.80
05100	Mobile Equipment Servicer		16.86
05130	Motor Equipment Metal Mecha		19.80
05160	Motor Equipment Metal Worke	Г	18.60
05190	Motor Vehicle Mechanic		19.80 16.86
05220	Motor Vehicle Mechanic Helpe		18.60
05250	Motor Vehicle Upholstery Work	Ker	18.60
05280	Motor Vehicle Wrecker		19.20
05310	Painter, Automotive		18.60
05340	Radiator Repair Specialist		14.81
05370	Tire Repairer	†	19.80
05400	Transmission Repair Specialis		10.00
07000	Food Preparation and Service	Occupations	
	Food Service Worker		9.22
07010	Baker		11.28

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07041	Cook I		40.00
07042	Cook II		10.30
07070	Dishwasher		11.35
07130	Meat Cutter		9.55
07250	Waiter/Waitress		15.96 9.27
09000	Furniture Maintenance and Repair Occup	ations	
09010	Electrostatic Spray Painter		17.45
09040	Furniture Handler		15.33
09070	Furniture Refinisher		17.45
09100	Furniture Refinisher Helper		15.33
09110	Furniture Repairer, Minor		16.37
09130	Upholsterer		16.91
11030	General Services and Support Occupation	ns	
11030	Cleaner, Vehicles		9.71
11060	Elevator Operator		10.38
11090	Gardener		12.10
11121	House Keeping Aid I		8.97
11122	House Keeping Aid II		10.35
11150	Janitor		10.38
11210	Laborer, Grounds Maintenance		11.95
11240	Maid or Houseman		8.97
11270	Pest Controller		15.17
11300	Refuse Collector		11.67
11330	Tractor Operator		13.10
11360	Window Cleaner		10.90
12000	Health Occupations		
12020	Dental Assistant		13.96
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver		15.09
12071	Licensed Practical Nurse I		12.96
12072	Licensed Practical Nurse II		14.53
12073	Licensed Practical Nurse III		16.27
12100	Medical Assistant		12.24
12130	Medical Laboratory Technician		14.34
12160	Medical Record Clerk		13.74
12190	Medical Record Technician		14.57
12221	Nursing Assistant I		9.12
12222	Nursing Assistant II		9.74
12223	Nursing Assistant III		10.62
12224	Nursing Assistant IV		12.55
12250	Pharmacy Technician		13.54
12280	Phlebotomist		14.53
12311	Registered Nurse I		17.32
12312	Registered Nurse II		21.18
12313	Registered Nurse II, Specialist		21.18
12314	Registered Nurse III		25.73

WAGE DETERMINATION NO

12315 12316	F
13000	Info
13002 13011 13012 13013 13041 13042 13043 13047 13050 13071 13072 13073 13074	
13075 15000	f Laı
15010 15030 15040 15070 15090 15100 15130 15160 15190 15220 15250	/ C F F F F S
19010 19040	! -
21000	Ma
21010 21020 21030 21040 21050 21071 21080 21100 21130 21140 21150 21210	F

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VVAGE	DETERMINATION NO	1994-2007	IREV. ZZI

24000	Barrard Nanda Carrard'ana	
	Personal Needs Occupations	
24570	Child Care Attendant	10.33
24580	Child Care Center Clerk	13.41
24600	Chore Aid	9.16
24630	Homemaker	14.91
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.87
25040	Sewage Plant Operator	21.67
25070	Stationary Engineer	19.87
25190	Ventilation Equipment Tender	15.73
25210	Water Treatment Plant Operator	22.21
27000	Protective Service Occupations	
	Police Officer	23.48
27004	Alarm Monitor	14.33
27006	Corrections Officer	19.80
27010	Court Security Officer	23.51
27040	Detention Officer	23.51
27070	Firefighter	23.53
27101	Guard I	7.73
27102	Guard II	11.31
28000	Stevedoring/Longshoremen Occupations	•
28010	Blocker and Bracer	18.78
28020	Hatch Tender	18.78
28030	Line Handler	18.78
28040	Stevedore I	16.68
28050	Stevedore II	17.83
29000	Technical Occupations	
21150	Graphic Artist	21.29
29010	Air Traffic Control Specialist, Center (2)	29.03
29011	Air Traffic Control Specialist, Station (2)	20.02
29012	Air Traffic Control Specialist, Terminal (2)	22.05
29023	Archeological Technician I	18.15
29024	Archeological Technician II	20.29
29025	Archeological Technician III	25.13
29030	Cartographic Technician	24.74
29035	Computer Based Training (CBT) Specialist/ Instructor	23.32
29040	Civil Engineering Technician	21.28
29061	Drafter I	15.03
29062	Drafter II	16.87
29063	Drafter III	19.04
29064	Drafter IV	23.59
29081	Engineering Technician I	15.93
29082	Engineering Technician II	17.87
29083	Engineering Technician III	20.17

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29084	Engineering Technician IV		24.99
29085	Engineering Technician V		30.56
29086	Engineering Technician VI		36.96
29090	Environmental Technician		20.56
29100	Flight Simulator/Instructor (Pilot)		25.27
29160	Instructor		22.01
29210	Laboratory Technician		15.33
29240	Mathematical Technician		18.10
29361	Paralegal/Legal Assistant I		15.56
29362.	Paralegal/Legal Assistant II		17.49
29363	Paralegal/Legal Assistant III		19.40
29364	Paralegal/Legal Assistant IV		20.95
29390	Photooptics Technician		17.78
29480	Technical Writer		19.75
29491	Unexploded Ordnance (UXO) Technician I		18.45
29492	Unexploded Ordnance (UXO) Technician II		22.32
29493	Unexploded Ordnance (UXO) Technician III	l	26.76
29494	Unexploded (UXO) Safety Escort		18.45
29495	Unexploded (UXO) Sweep Personnel		18.45
29620	Weather Observer, Senior (3)		19.84
29621	Weather Observer, Combined Upper Air an Programs (3)	d Surface	17.84
29622	Weather Observer, Upper Air (3)		17.84
24000	_		
31000	Transportation/ Mobile Equipment Operation	on Occupations	
31030	Bus Driver	on Occupations	16.83
31030 31260	Bus Driver Parking and Lot Attendant	on Occupations	16.83 8.95
31030 31260 31290	Bus Driver Parking and Lot Attendant Shuttle Bus Driver	on Occupations	·
31030 31260 31290 31300	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver	on Occupations	8.95
31030 31260 31290 31300 31361	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck	on Occupations	8.95 12.07 10.57 10.97
31030 31260 31290 31300 31361 31362	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck	on Occupations	8.95 12.07 10.57
31030 31260 31290 31300 31361 31362 31363	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57
31030 31260 31290 31300 31361 31362 31363 31364	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer	on Occupations	8.95 12.07 10.57 10.97 16.30
31030 31260 31290 31300 31361 31362 31363 31364 99000	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095 99300	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36 9.70
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095 99090 99300	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician	on Occupations	8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36 9.70 22.36
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095 99300 99310 99350	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide)		8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36 9.70 22.36 12.18
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095 99300 99310 99350 99400	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide) Photofinishing Worker (Photo Lab Tech., Da Tech)		8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36 9.70 22.36 12.18 11.06
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095 99310 99350 99400	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide) Photofinishing Worker (Photo Lab Tech., Da Tech) Recreation Specialist		8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36 9.70 22.36 12.18 11.06
31030 31260 31290 31300 31361 31362 31363 31364 99000 99020 99030 99041 99042 99043 99043 99050 99095 99300 99310 99350 99400	Bus Driver Parking and Lot Attendant Shuttle Bus Driver Taxi Driver Truckdriver, Light Truck Truckdriver, Medium Truck Truckdriver, Heavy Truck Truckdriver, Tractor-Trailer Miscellaneous Occupations Animal Caretaker Cashier Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide) Photofinishing Worker (Photo Lab Tech., Da Tech)		8.95 12.07 10.57 10.97 16.30 16.57 16.92 10.66 10.13 11.56 11.98 8.83 10.80 22.36 9.70 22.36 12.18 11.06

WAGE DETERMINATI	ON NO.: 1994-2567 (Rev. 22)	ISSUE DATE: 08/21/2002	Page 8
99620	School Crossing Guard (Cros	swalk Attendant)	12.85
99630	Sport Official		10.39
99658	Survey Party Chief (Chief of F	Party)	25.90
99659	Surveying Technician (Instr. F Asst./Instr.)	Person/Surveyor	20.72
99660	Surveying Aide		15.12
99690	Swimming Pool Operator		10.43
99720	Vending Machine Attendant		10.91
99730	Vending Machine Repairer		13.93
99740	Vending Machine Repairer He	elper	11.91

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HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative; or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

William W. Gross Director

Division of

Wage Determinations

Wage Determination No.: 1994-2569 Revision No.: 18 Date of Last Revision: 07/26/2002

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler Washington Counties of Benton, Franklin, Walla Walla, Yakima

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.21
01012	Accounting Clerk II	10.07
01013	Accounting Clerk III	11.67
01014	Accounting Clerk IV	15.25
01030	Court Reporter	12.35
01050	Dispatcher, Motor Vehicle	12.50
01060	Document Preparation Clerk	10.34
01070	Messenger (Courier)	7.93
01090	Duplicating Machine Operator	10.34
01110	Film/Tape Librarian	11.04
01115	General Clerk I	8.06
01116	General Clerk II	8.98
01117	General Clerk III	10.52
01118	General Clerk IV	11.79
01120	Housing Referral Assistant	16.17
01131	Key Entry Operator I	9.58
01132	Key Entry Operator II	10.46
01191	Order Clerk I	9.16
01192	Order Clerk II	10.99
01261	Personnel Assistant (Employment) I	10.46
01262	Personnel Assistant (Employment) II	11.74
01263	Personnel Assistant (Employment) III	13.13
01264	Personnel Assistant (Employment) IV	15.67
01270	Production Control Clerk	14.74
01290	Rental Clerk	11.04
01300	Scheduler, Maintenance	12.57
01311	Secretary I	12.28
01312	Secretary II	13.73
01313	Secretary III	16.38
01314	Secretary IV	18.36
01315	Secretary V	20.32
01320	Service Order Dispatcher	12.71

WAGE DETERMINAT	ON NO.: 1994-2569 (Rev. 18)	ISSUE DATE: 07/26/2002	Page 2
01341	Stenographer I		10.27
01342	Stenographer II		12.38
01400	Supply Technician		18.36
01420	Survey Worker (Interviewer)		11.84
01460	Switchboard Operator-Reception	nist	9.93
01510	Test Examiner		13.73
01520	Test Proctor		13.73
01531	Travel Clerk I		11.25
01532	Travel Clerk II		12.08
01533	Travel Clerk III		12.91
01611	Word Processor I		9.84
01612	Word Processor II		11.05
01613	Word Processor III		12.36
03000	Automatic Data Processing Occ	upations	
03010	Computer Data Librarian		9.14
03041	Computer Operator I		11.56
03042	Computer Operator II		14.27
03043	Computer Operator III		18.04
03044	Computer Operator IV		20.86
03045	Computer Operator V		22.37
03071	Computer Programmer I (1)		16.46
03072	Computer Programmer II (1)		19.44
03073	Computer Programmer III (1)		23.06
03074	Computer Programmer IV (1)		27.62
03101	Computer Systems Analyst I (1)		21.49
03102	Computer Systems Analyst II (1		25.22
03103	Computer Systems Analyst III (27.08
03160	Peripheral Equipment Operator		12.29
05000	Automotive Service Occupation		
05005	Automotive Body Repairer, Fibe	erglass	18.71
05010	Automotive Glass Installer		16.84
05040	Automotive Worker		16.84
05070	Electrician, Automotive		17.78
05100	Mobile Equipment Servicer		14.95
05130	Motor Equipment Metal Mechar		18.71
05160	Motor Equipment Metal Worker		16.84
05190	Motor Vehicle Mechanic		18.71
05220	Motor Vehicle Mechanic Helper		14.00
05250	Motor Vehicle Upholstery Work	er	15.88
05280	Motor Vehicle Wrecker		16.84
05310	Painter, Automotive		17.78
05340	Radiator Repair Specialist		16.84
05370	Tire Repairer		14.44
05400	Transmission Repair Specialist		18.71
07000	Food Preparation and Service C	Occupations	
	Food Service Worker		9.89

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07010	Baker		15.66
07041	Cook I		13.97
07042	Cook II		15.66
07070	Dishwasher		9.89
07130	Meat Cutter		15.66
07250	Waiter/Waitress		11.04
09000	Furniture Maintenance and F	depair Occupations	
09010	Electrostatic Spray Painter		17.78
09040	Furniture Handler		11.71
09070	Furniture Refinisher		17.78
09100	Furniture Refinisher Helper		14.00
09110	Furniture Repairer, Minor		15.88
09130	Upholsterer		17.78
11030	General Services and Suppo	rt Occupations	
11030	Cleaner, Vehicles		9.89
11060	Elevator Operator		10.88
11090	Gardener		15.35
11121	House Keeping Aid I		8.76
11122	House Keeping Aid II		9.89
11150	Janitor		10.88
11210	Laborer, Grounds Maintena	nce	12.13
11240	Maid or Houseman		8.77
11270	Pest Controller		16.25
11300	Refuse Collector		10.88
11330	Tractor Operator		14.51
11360	Window Cleaner		12.14
12000	Health Occupations		
12020	Dental Assistant		12.23
12040	Emergency Medical Technic (EMT)/Paramedic/Ambulance	cian ce Driver	11.84
12071	Licensed Practical Nurse I		11.02
12072	Licensed Practical Nurse II		12.36
12073	Licensed Practical Nurse III		13.83
12100	Medical Assistant		11.24
12130	Medical Laboratory Technic	ian	12.36
12160	Medical Record Clerk		12.36
12190	Medical Record Technician		13.54
12221	Nursing Assistant I		7.63
12222	Nursing Assistant II		8.57
12223	Nursing Assistant III		9.35
12224	Nursing Assistant IV		10.49
12250	Pharmacy Technician		12.19
12280	Phlebotomist		12.36
12311	Registered Nurse I		15.84
12312	Registered Nurse II		19.39
12313	Registered Nurse II, Specia	list	19.39

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12314	Registered Nurse III		23.46
12315	Registered Nurse III, Anesth	etist	23.46
12316	Registered Nurse IV		28.10
13000	Information and Arts Occupa	tions	
13002	Audiovisual Librarian		16.29
13011	Exhibits Specialist I		14.11
13012	Exhibits Specialist II		16.84
13013	Exhibits Specialist III		18.48
13041	Illustrator I		14.11
13042	Illustrator II		16.84
13043	Illustrator III		18.48
13047	Librarian		21.01
13050	Library Technician		12.35
13071	Photographer I		13.15
13072	Photographer II		16.89
13073	Photographer III		18.48
13074	Photographer IV		20.50
13075	Photographer V		22.76
15000	Laundry, Dry Cleaning, Pres	sing and Related Occupations	
15010	Assembler		8.15
15030	Counter Attendant		8.15
15040	Dry Cleaner		9.11
15070	Finisher, Flatwork, Machine		8.15
15090	Presser, Hand		8.15
15100	Presser, Machine, Dryclean	ing	8.15
15130	Presser, Machine, Shirts		8.15
15160	Presser, Machine, Wearing	Apparel, Laundry	8.15
15190	Sewing Machine Operator		10.80
15220	Tailor		11.83
15250	Washer, Machine		8.89
19000	Machine Tool Operation and	Repair Occupations	
19010	Machine-Tool Operator (To	olroom)	17.78
19040	Tool and Die Maker		21.55
21000	Material Handling and Packi	ng Occupations	
21010	Fuel Distribution System Op	perator	14.96
21020	Material Coordinator		13.76
21030	Material Expediter		13.76
21040	Material Handling Laborer		9.23
21050	Order Filler		11.28
21071	Forklift Operator		11.50
21080	Production Line Worker (Fo	od Processing)	12.34
21100	Shipping/Receiving Clerk		10.69
21130	Shipping Packer		11.23
21140	Store Worker I		9.17
21150	Stock Clerk (Shelf Stocker;	Store Worker II)	11.33

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21210	Tools and Parts Attendant		12.32
21400	Warehouse Specialist		12.76
23000	Mechanics and Maintenance a	and Repair Occupations	
23010	Aircraft Mechanic		18.66
23040	Aircraft Mechanic Helper		14.00
23050	Aircraft Quality Control Inspe	otor	19.68
23060	Aircraft Servicer		15.88
23070	Aircraft Worker		16.84
23100	Appliance Mechanic		17.78
23120	Bicycle Repairer		14.44
23125	Cable Splicer		18.71
23130	Carpenter, Maintenance		17.78
23140	Carpet Layer		16.84
23160	Electrician, Maintenance		20.13
23181	Electronics Technician, Maint	enance I	16.75
23182	Electronics Technician, Maint	enance II	20.50
23183	Electronics Technician, Maint	enance III	21.58
23260	Fabric Worker		15.88
23290	Fire Alarm System Mechanic		18.71
23310	Fire Extinguisher Repairer		14.95
23340	Fuel Distribution System Med	hanic	18.71
23370	General Maintenance Worker	•	16.84
23400	Heating, Refrigeration and Air	Conditioning Mechanic	18.71
23430	Heavy Equipment Mechanic		20.02
23440	Heavy Equipment Operator		16.64
23460	Instrument Mechanic		18.71
23470	Laborer		9.89
23500	Locksmith		17.78
23530	Machinery Maintenance Mec	nanic	18.71
23550	Machinist, Maintenance		18.71
23580	Maintenance Trades Helper		14.00
23640	Millwright		18.71
23700	Office Appliance Repairer		17.78
23740	Painter, Aircraft		17.78
23760	Painter, Maintenance		17.78
23790	Pipefitter, Maintenance		21.52
23800	Plumber, Maintenance		20.45
23820	Pneudraulic Systems Mechar	nic	18.71
23850	Rigger		18.71
23870	Scale Mechanic		16.84
23890	Sheet-Metal Worker, Mainten	ance	18.71
23910	Small Engine Mechanic		16.84
23930	Telecommunication Mechanic		19.18
23931	Telecommunication Mechanic		20.17
23950	Telephone Lineman		18.71
23960	Welder, Combination, Mainte	nance	18.71
23965	Well Driller		18.71
23970	Woodcraft Worker		18.71

WAGE DETERMINAT	ION NO.: 1994-2569 (Rev. 18) ISSUE DATE: 07/26/2002	Page 6
23980	Woodworker	14.95
24000	Personal Needs Occupations	
24570	Child Care Attendant	9.13
24580	Child Care Center Clerk	12.40
24600	Chore Aid	9.10
24630	Homemaker	13.13
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.77
25040	Sewage Plant Operator	20.52
25070	Stationary Engineer	18.77
25190	Ventilation Equipment Tender	18.71
25210	Water Treatment Plant Operator	17.71
27000	Protective Service Occupations	
	Police Officer	23.61
27004	Alarm Monitor	12.57
27006	Corrections Officer	18.00
27010	Court Security Officer	19.14
27040	Detention Officer	18.00
27070	Firefighter	18.02
27101	Guard I	9.61
27102	Guard II	12.07
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	15.51
28020	Hatch Tender	15.51
28030	Line Handler	15.51
28040	Stevedore I	13.98
28050	Stevedore II	16.38
29000	Technical Occupations	
21150	Graphic Artist	19.54
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.46
29024	Archeological Technician II	15.04
29025	Archeological Technician III	18.64
29030	Cartographic Technician	21.05
29035	Computer Based Training (CBT) Specialist/ Instructor	22.47
29040	Civil Engineering Technician	19.39
29061	Drafter I	10.83
29062	Drafter II	12.17
29063	Drafter III	15.64
29064	Drafter IV	18.64
29081	Engineering Technician I	13.26
29082	Engineering Technician II	14.88

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29083	Engineering Technician III		17.97
29084	Engineering Technician IV		21.05
29085	Engineering Technician V		26.52
29086	Engineering Technician VI		35.66
29090	Environmental Technician		16.49
29100	Flight Simulator/Instructor (P	ilot)	23.38
29160	Instructor		18.88
29210	Laboratory Technician		15.69
29240	Mathematical Technician		18.31
29361	Paralegal/Legal Assistant I		13.37
29362	Paralegal/Legal Assistant II		16.51
29363	Paralegal/Legal Assistant III		18.39
29364	Paralegal/Legal Assistant IV		24.43
29390	Photooptics Technician		20.14
29480	Technical Writer		17.05
29491	Unexploded Ordnance (UXC	N Tochnician I	17.93
29492	Unexploded Ordnance (UXC		21.70
29493	Unexploded Ordnance (UXC	•	26.01
29493 29494	Unexploded (UXO) Safety E		17.93
29494	Unexploded (UXO) Sweep P		17.93
29620	Weather Observer, Senior (3		17.44
29621	Weather Observer, Combine Programs (3)	•	15.69
29622	Weather Observer, Upper Ai	r (3)	15.69
31000	Transportation/ Mobile Equip	ment Operation Occupations	
31030	Bus Driver		13.40
31260	Parking and Lot Attendant		8.86
31290	Shuttle Bus Driver		12.63
31300	Taxi Driver		11.88
31361	Truckdriver, Light Truck		11.48
31362	Truckdriver, Medium Truck		12.18
31363	Truckdriver, Heavy Truck		14.75
31364	Truckdriver, Tractor-Trailer		14.75
99000	Miscellaneous Occupations		
99020	Animal Caretaker		12.19
99030	Cashier		8.22
99041	Carnival Equipment Operato	r	13.21
99042	Carnival Equipment Repaire	7	14.11
99043	Carnival Worker		9.89
99050	Desk Clerk		9.13
99095	Embalmer		17.93
99300	Lifeguard		9.42
99310	Mortician		17.93
99350	Park Attendant (Aide)		11.84
99400	Photofinishing Worker (Phot Tech)	o Lab Tech., Darkroom	8.66
99500	Recreation Specialist		12.64
99510	Recycling Worker		14.39

WAGE DETERMINATION	ON NO.: 1994-2569 (Rev. 18)	ISSUE DATE: 07/26/2002	Page 8
99610	Sales Clerk		10.30
99620	School Crossing Guard (Cros	swalk Attendant)	10.88
99630	Sport Official		8.95
99658	Survey Party Chief (Chief of F	arty)	17.04
99659	Surveying Technician (Instr. F Asst./Instr.)	Person/Surveyor	14.65
99660	Surveying Aide		10.70
99690	Swimming Pool Operator		16.20
99720	Vending Machine Attendant		13.52
99730	Vending Machine Repairer		16.20
99740	Vending Machine Repairer He	elper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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ISSUE DATE: 07/26/2002

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.